

The Seven-Step Game Implementation Model

Step One: Game Selection

In game selection, consider-

- target audience (level of play, number of players)
- learning outcomes (what you want participants to demonstrate while or after playing the game)
- playing time (25% setup, 50% play, 25% debrief)
- game variations (scoring, levels of competition and cooperation, teamwork)

Step Two: Game Content

Advance research and development for game content includes-

- review learning outcomes
- load content into game by selecting suitable information for the game and translating the items into game-size nuggets
- writing questions for the game (closed-ended, brief, mixed difficulty, with proposed answers or rationales)
- supporting material to be presented between rounds and during the end-of-game debriefing

Step Three: Game Accessories

Audiovisual equipment (flip chart, overhead projector, CD/cassette player)

Gamer materials (markers, tape, game sheets, other)

Special props (timer, noisemaker, prizes, question cards, containers)

Step Four: Pre-game Setup

Ready the room and yourself. Walk through the game as you set up. Post rules if needed. Use the instructor's table as a resource area. Lay out handouts, reference materials and game materials. Make sure equipment is in proper working order.

Step Five: Game Preliminaries

- Divide the group into teams (as required)
- Seat the teams together
- Make sure team members know each other
- Have teams select team names, as needed
- Distribute game materials
- Distribute score sheets, props, etc.
- Display game information and player instructions
- Introduce the game to participants, and explain game instructions

Step Six: Game Play

According to the particular game as designed

Step Seven: Closure and Debriefing

- What have we done? How do you feel? What happened?
- So what? What learning happened? What insights occurred? What one major idea or concept did you learn?
- Now what? What real-life work applications can be made of the material? How does this relate to real life? From your experiences here, what behaviors would you show at the next meeting or work situation? What if different people from your organization were present?

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